

Office of Federal Contract Compliance Programs

§ 60-741.2

60-741.45 Sheltered workshops.

Subpart D—General Enforcement and Complaint Procedures

- 60-741.60 Compliance reviews.
- 60-741.61 Complaint procedures.
- 60-741.62 Conciliation agreements and letters of commitment.
- 60-741.63 Violation of conciliation agreements and letters of commitment.
- 60-741.64 Show cause notices.
- 60-741.65 Enforcement proceedings.
- 60-741.66 Sanctions and penalties.
- 60-741.67 Notification of agencies.
- 60-741.68 Reinstatement of ineligible contractors.
- 60-741.69 Intimidation and interference.
- 60-741.70 Disputed matters related to compliance with the act.

Subpart E—Ancillary Matters

- 60-741.80 Recordkeeping.
- 60-741.81 Access to records.
- 60-741.82 Labor organizations and recruiting and training agencies.
- 60-741.83 Rulings and interpretations.
- 60-741.84 Effective date.

APPENDIX A TO PART 60-741—GUIDELINES ON A CONTRACTOR'S DUTY TO PROVIDE REASONABLE ACCOMMODATION

APPENDIX B TO PART 60-741—SAMPLE INVITATION TO SELF-IDENTIFY

APPENDIX C TO PART 60-741—REVIEW OF PERSONNEL PROCESSES

APPENDIX D TO PART 60-741—GUIDELINES REGARDING POSITIONS ENGAGED IN CARRYING OUT A CONTRACT

AUTHORITY: 29 U.S.C. 706 and 793; and E.O. 11758 (3 CFR, 1971-1975 Comp., p. 841).

SOURCE: 61 FR 19350, May 1, 1996, unless otherwise noted.

Subpart A—Preliminary Matters, Equal Opportunity Clause

§ 60-741.1 Purpose, applicability, and construction.

(a) *Purpose.* The purpose of this part is to set forth the standards for compliance with section 503 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 793), which requires Government contractors and subcontractors to take affirmative action to employ and advance in employment qualified individuals with disabilities.

(b) *Applicability.* This part applies to all Government contracts and subcontracts in excess of \$10,000 for the purchase, sale or use of personal property or nonpersonal services (including

construction): *Provided*, That subpart C of this part applies only as described in § 60-741.40(a). Compliance by the contractor with the provisions of this part will not necessarily determine its compliance with other statutes, and compliance with other statutes will not necessarily determine its compliance with this part: *Provided*, That compliance shall also satisfy the employment provisions of the Department of Labor's regulations implementing section 504 of the Rehabilitation Act of 1973 (see 29 CFR 32.2(b)) when the contractor is also subject to those requirements.

(c) *Construction*—(1) *In general.* Except as otherwise provided in this part, this part does not apply a lesser standard than the standards applied under title I of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 *et seq.*), or the regulations issued by the Equal Employment Opportunity Commission pursuant to that title (29 CFR part 1630). The Interpretive Guidance on Title I of the Americans with Disabilities Act set out as an appendix to 29 CFR part 1630 issued pursuant to that title may be relied upon for guidance in interpreting the parallel provisions of this part.

(2) *Relationship to other laws.* This part does not invalidate or limit the remedies, rights, and procedures under any Federal law or the law of any State or political subdivision that provides greater or equal protection for the rights of individuals with disabilities as compared to the protection afforded by this part. It may be a defense to a charge of violation of this part that a challenged action is required or necessitated by another Federal law or regulation, or that another Federal law or regulation prohibits an action (including the provision of a particular reasonable accommodation) that would otherwise be required by this part.

§ 60-741.2 Definitions.

(a) *Act* means the Rehabilitation Act of 1973, Pub. L. 93-112 (29 U.S.C. 706 and 793), as amended by sec. 111, Pub. L. 93-516; sec. 103(d)(2)(B), Pub. L. 99-506; sec. 9, Pub. L. 100-259; sec. 512, Pub. L. 101-336 ; and secs. 102 and 505, Pub. L. 102-569.